

The Philips logo is displayed in a white rounded rectangle in the top left corner. It consists of the word "PHILIPS" in a bold, blue, sans-serif font.

CEA 2020-2022

The background of the entire page is a photograph of three people sitting on a light blue bench in a modern office or hospital lobby. On the left, a man with a beard is smiling. In the center, a woman in a dark blue suit is smiling. On the right, another woman with curly hair is smiling. In the background, there are white pillars, a reception desk, and a person in medical scrubs. A small Philips logo is visible on one of the pillars.

The best place to work

Collective Employment Agreement Philips
1 November 2020 - 31 December 2022



The best place to work

The title of this CEA is ‘The best place to work’. This title resonates drive. A drive that has been palpable in our factories and offices for 130 years. Philips has been offering employees a solid package of employment conditions and regulations that fit the innovative and social character of the company.

It is our firm belief that you perform so much better when you feel good. We attach great importance to the vitality and health of our employees who are well equipped to devise and create products and solutions, now and in the future. We think it is very important that you are proud of your work and proud of Philips. These are essential goals of this CEA.

The trade unions FNV Metaal, CNV Vakmensen, De Unie and VHP2 have been indispensable partners in this new CEA. In cocreation we aimed to tie in with contemporary social developments and expectations, hopefully including yours. Your development and well-being are some of our greatest priorities.

We think it is important that you can quickly find the answer to any questions you may have about employment conditions in this CEA. That is why we have made the content visually and textually insightful and understandable. Even this could be considered an update to the CEA.

To make it easier to navigate, the different main components are grouped around three pillars: ‘Performance and pay’ (blue), ‘Development and career’ (purple) and ‘Health and well-being’ (green). Although a certain overlap is inevitable, every condition of employment and each arrangement falls

within a pillar. The guiding principles of this CEA are set out in chapter 1, prior to the pillars.

The first pillar, ‘**Performance and pay**’, is about the more ‘fundamental’ agreements between Philips and you as an employee. They are meant to equip and motivate you to deliver great performances. After all, performance and success ensure satisfaction, growth and the best opportunities for the future, both for you and for the company. Those agreements are, for example, about presence at work – in time and place – and about fixed and variable rewards.

Then there is the second pillar: ‘**Development and career**’. This is an important pillar for many employees and for the company. Philips is an innovative knowledge company. We depend on the knowledge of our employees for the success and the future of our organization. Philips benefits from you being able to develop your talent and your career. Philips has a lot of arrangements in place for this. It’s up to you – and your team – to get started.

‘**Health and well-being**’ is the third pillar. This is about employment conditions and regulations that pertain to the health and (financial) well-being of you as an employee. Some of these agreements stem from social legislation, such as agreements on holiday, sick leave and care leave. In addition, we offer financial arrangements that help with your financial well-being, now and in the future. Here you will find the pension scheme and tax-efficient ‘a la carte’ arrangements. You have more control over these arrangements than ever before. You get to choose!

Collective Employment Agreement Philips

1 November 2020 until 31 December 2022

For the personnel of
Philips Electronics Nederland B.V.
Philips International B.V.
Philips Consumer Lifestyle B.V.
Philips Nederland B.V.
Philips Medical Systems Nederland B.V.
VitalHealth Software B.V.
Forcare Holding B.V.

The undersigned:

1. PHILIPS ELECTRONICS NEDERLAND B.V., with registered offices in Eindhoven, acting for the purposes of this agreement on behalf of itself and on behalf of the following parties:
 - 1.1. PHILIPS INTERNATIONAL B.V., with registered offices in Eindhoven;
 - 1.2. PHILIPS CONSUMER LIFESTYLE B.V., with registered offices in Eindhoven;
 - 1.3. PHILIPS NEDERLAND B.V., with registered offices in Eindhoven;
 - 1.4. PHILIPS MEDICAL SYSTEMS NEDERLAND B.V., with registered offices in Best;
 - 1.5. VITALHEALTH SOFTWARE B.V., with registered offices in Ede,
 - 1.6. FORCARE HOLDING B.V., with registered offices in Zeist

and:

2. VHP2, with registered offices in Eindhoven;
3. FNV, with registered offices in Utrecht;
4. CNV Vakmensen.nl, with registered offices in Utrecht;
5. DE UNIE, with registered offices in Culemborg;

declare that they have concluded the following agreement.

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1. This CEA

1. This CEA

1.1. Target Group and duration of CEA

If you have an employment contract with Philips, then the agreements in this CEA apply to you. The CEA is an agreement between Philips and the trade unions. Philips is understood to include parties 1 to 1.6, as mentioned in the foreword to this CEA.

1.1.1. Target Group

This CEA applies if you are employed by Philips and if you are working in grade 10 up to and including (CEA) 90. Even if you follow a training course and have an employment contract within the framework of the Learning Track in Vocational Training (BBL), this CEA largely applies to you.

This CEA does not apply to:

- a. Participants in the employment scheme;
- b. Managers that Philips appoints after consultation with the trade unions;
- c. Employees who work temporarily in the Netherlands on the basis of an Expatriation Agreement or a Global Professional Agreement;
- d. Senior Directors in grade 90.

1.1.2. Duration of CEA and Continuing Provision of the Previous CEA

Duration

This CEA is valid from 1 November 2020 up to and including 31 December 2022. The CEA automatically ends on the latter date; the CEA parties do not have to terminate the agreement.

Continuing provisions

The provisions of this CEA replace the previous continuing CEA provisions. These previous CEA provisions no longer have an after-effect. All other provisions lapse. However, individual claims that do not result from an earlier CEA remain in force.

1.2. CEA obligations

For a successful collaboration, both Philips and you must meet a number of obligations.

1.2.1. Obligations of Philips

Deviation of agreements

Philips may not deviate to your disadvantage from the agreements in this CEA. Deviation in your favour is possible, if this is permitted by law. If this is a deviation in favour of all employees of a business unit or for groups of employees, this is only allowed after consultation with the trade unions.

Publishing the CEA

Philips will make the CEA available to its employees digitally and to a limited extent as a printed edition.

Protecting privacy

Philips takes measures to protect your privacy when providing data.

1.2.2. Your obligations

Behaviour

You behave in accordance with the provisions of this CEA and the instructions of or on behalf of Philips. This includes the General Business Principles (GBP) that Philips adopts after consultation with the Central Works Council.

Representing the interests of Philips

You represent the interests of Philips, even without an explicit assignment. You comply with reasonable requests and assignments, even for activities that are not part of your usual work.

Bank account

You enable Philips to make the payments due by bank transfer to a bank account designated by you.

1.3. Your employment contract

You have entered into an individual employment contract with Philips. Specific rules apply to the start and termination of the employment contract.

1.3.1. Start and duration of employment contract

Start of employment contract

At the start of your employment, you enter into an individual written employment contract with Philips. We agree that this CEA and subsequent CEAs apply to you.

Duration of employment contract

Philips enters into the employment contract with you for an indefinite period of time, unless otherwise stated in your employment contract.

Content

Your individual employment contract contains your startdate of employment, your position, the place where you start your activities, your grade and your starting salary.

Your employment contract also contains provisions about:

- activities that you perform in addition to your work at Philips at other companies or for yourself;
- confidentiality about business matters and publications;
- waiving of rights to inventions.
- Employees in grade 25 or lower will not have to comply with the provision pertaining to inventions.

If you are in grade 50 up to and including 90, your employment contract also contains provisions pertaining to:

- copyrights;
- patents;
- a non-compete clause.

Continuous employment contracts

Philips takes continuous employment contracts into account with companies with which we are affiliated at the start of

your employment contract in a group, for the calculation of the duration of your employment contract.

1.3.2 Notice period of employment contract for an indefinite period

Termination of employment contract

You can terminate your employment contract yourself. Philips can do the same. The notice period starts on the first day of the month after termination. Your employment contract ends at the end of the notice period. If Philips gives notice, we will confirm this in writing.

Philips notice period

The notice period for Philips depends on the duration of your employment contract on the day of the termination. These are:

For employees in grades 10 up to and including 45 who have worked...

- less than 5 years: 1 month
- between 5 and 10 years: 2 months
- between 10 and 15 years: 3 months
- 15 years or longer: 4 months

For employees in grades 50 up to and including (CEA) 90 who have worked...

- less than 15 years: 3 months
- 15 years or longer: 4 months

Your notice period

Your notice period depends on the grade in which you are assigned.

For grades:

- 10 up to and including 45: 1 month
- 50 up to and including (CEA) 90: 3 months

A shorter notice period may be agreed upon by mutual agreement.

1.3.3 Termination of employment contract by operation of law

Fixed-term agreement

Your employment contract ends by operation of law without prior notice if your fixed-term contract has expired.

End by operation of law at the age of 68

Your employment contract ends without prior notice on the last day of the month in which you turn 68, unless termination takes place earlier or you have a different agreement with Philips.

Employment contracts in a chain

If Philips enters into or wants to renew a fixed-term employment contract with you, the statutory chain regulation of Article 7:668a of the Dutch Civil Code applies. Under this arrangement, we may enter into a maximum of 3 fixed-term employment contracts with you within 36 months.

The CEA has two exceptions to the law:

- Did you first work as a contingent worker at Philips (see Article 7:690 of the Dutch Civil Code) and do you subsequently conclude an employment contract with Philips or within 6 months thereafter? Then the entire contingent employment period in which you worked at Philips is the first fixed-term employment contract in the chain, even if it is interrupted by illness.
- Did you enter into an employment contract for conducting scientific research and/or PhD research? Then the period of 36 months does not apply to you to the extent that a longer period is necessary for the completion of your scientific research and/or PhD.



1.4. Works Councils and notices to employees

Being actively engaged in your department within Philips: this is possible through participating in the Works Council. This is also where you can read about our way of informing employees about collective issues.

1.4.1 Work Councils

Employee participation

Each technical-organisational business unit designated by Philips shall have a Works Council as an internal body for consultation and advice with at least the number of voting employees (members) as stipulated in the Works Councils Act.

You will not be disadvantaged

Philips ensures that you are not disadvantaged in your position as an employee because of your membership of a Works Council or because of the way you perform that role.

1.4.2 Notices to employees

Notices to employees that Philips collectively discloses in the business unit, for example via an intranet/email or via notice boards/screens, are deemed to have been made to you separately and personally.

1.5. Arrangements for trade unions

Philips has developed this CEA together with the trade unions. Both parties strive to comply with and enforce this CEA in due consultation. Throughout the year we discuss, among other things, employment conditions in central and decentralised consultation. We also come to agreements about the duties of the trade unions and of individual employees of Philips.

1.5.1 Obligation of trade unions

The trade unions will encourage compliance to the provisions of this CEA by their members.

1.5.2 Mutual obligations

Compliance and enforcement

Philips will comply with and enforce this CEA, together with the trade unions.

Employment conditions

Neither party will take any action amongst employees during the term of this CEA to change the terms of employment of this CEA.

Special circumstances

If one of the parties finds during the term of this CEA that special circumstances require a change in the CEA, it will inform the other party in writing. Philips and the trade unions will then negotiate this in mutual trust and cooperation.

1.5.3 Industrial Peace, strikes and exclusion

Undisturbed normal operation

The trade unions promote the undisturbed normal operation of Philips as much as possible and try to prevent labour unrest. They do not organise a strike during the term of this CEA.

Merger or reorganisation

What is described under 'undisturbed normal operation' does not apply if Philips considers or decides to:

- enter into a merger;
- close the (a) business (unit) or to radically reorganise the staffing, while the trade unions have raised serious objections to this from the point of view of employee interest. The trade unions only organise a strike after consultation with Philips.

Exclusion

Philips will only exclude or prohibit employees from performing the agreed work after consultation with the trade unions as a countermeasure in the event of a strike.

Continuation of operation

In the event of a strike or work unrest, the trade unions will ensure that activities necessary for the preservation of materials and installations can continue.

1.5.4 Disputes between Philips and trade unions

Settling of disputes

Philips and the trade unions agree to settle disputes between them as much as possible in due consultation.

Heading to court

If Philips and the trade union(s) do not reach agreement within 2 months after the dispute has been announced in writing, they can go to court.

Interlocutory proceedings

In addition, both parties may always ask the court for a provisional decision in interlocutory proceedings.

1.5.5 Leave of absence for the requirements of the trade unions

If activities permit, Philips allows you to be absent at the request of your trade union while retaining your salary for participation:

- a. in training and training meetings of your trade union;
- b. as a delegate to official meetings of entities mentioned in the articles of association of your trade union or similar entities;
- c. in consultations of paid officials of the trade unions with the management of Philips. One trade union executive officer can participate per trade union. Philips allows

the paid officials to consult with the relevant (executive) officer 1 hour before and 1 hour after this meeting.

The provisions under subsection (a) and (b) are contained in the 'Trade Union Leave of Absence Regulation'.

1.5.6 Trade union work at Philips

Philips wants to enable contact between the trade unions and their members and between members themselves. We also enable the trade unions to support elected members of the Works Council in their duties. We therefore provide the following cooperation:

Chairman of the company member group

If you are chairman of the company member group or if you are a designated board member of the company member group, you may:

- a. Have contact with members of your trade union outside of working hours. If, according to both parties, there are special circumstances, you may also do this during

- working hours;
- b. have contact with paid officials of your trade union during working hours if this is not possible outside working hours due to short-term circumstances;
- c. Have contact with members of the Works Council during working hours.

Trade unions

In compliance with the applicable guidelines, Philips will:

- a. provide the trade unions with notice boards, to be used on their own responsibility. The communications may only be about Philips or about the functioning of the trade unions. They should not be about employees;
- b. enable the trade unions to announce trade union meetings on the notice boards in the companies, as long as the notice boards referred to in subsection (a) are not available. If the content of these announcements goes beyond the mention of the time, place and subject of the meetings, permission from Philips will be required for publication;
- c. send the trade unions copies of general company announcements to employees;

- d. send the trade unions documents that Philips sends to the members before the meeting of the Works Councils. They will also receive the agendas and reports of the Works Council meetings, insofar as the Works Councils agree. The trade unions may only publish excerpts from these internal documents with the permission of Philips;
- e. provide the trade unions the opportunity to hold informal conversations with company officers designated by Philips.

Shift work

If you are a shift work employee and you are on the board of the company member group of your trade union, you can participate in a trade union meeting while retaining your salary if Philips thinks that the activities allow it.

Executives

- a. An executive is a member of the board of the company member groups, a member of the section boards covered by them or an employee member of the collective bargaining delegation. Your trade union must then register you as an executive with Philips.





“Ik vind het fijn dat er een prettige werksfeer is. Dank je wel, collega's!”

PHILIPS HEALTHCARE



“Mijn **passie** voor techniek kan ik inzetten voor betere zorg in ziekenhuizen. Dat geeft veel voldoening.”

PHILIPS HEALTHCARE

- b. Philips ensures that you as an executive are not disadvantaged in your position as an employee of Philips because of the exercise of your trade union function.
- c. Dismissal is only possible for a reason that is separate from the fact that you are an executive.
- d. You can mention your work as an executive on your CV and your e-portfolio.

Updating member lists

At the request of the trade unions, Philips cooperates once a year in updating their membership lists.

1.5.7 Payment to trade unions

Philips pays the trade unions a lump sum in accordance with the 'Regulation on payment to the trade unions'.

1.5.8 Consultation on employment

Prevailing economic conditions

Philips informs the trade unions in the central consultation at least twice a year about the prevailing economic conditions of the company. We pay particular attention to developments in the economic situation, investment and employment, such as the position of women, age-sensitive personnel policy, promotion of entrepreneurship, the employment scheme and training.

Social consequences

If Philips is considering to:

- a. make investments that lead to a significant reduction, expansion or modification of the activities of a business unit;
- b. close a company (unit) or to radically change the number of employees;
- c. implement a merger as referred to in the 'SER Decree on Merger Conduct Rules of 2000';

Philips will take the social consequences into account in its decision-making.

Informing interested parties

Regarding the social consequences mentioned above, Philips informs the trade unions, the Work Council(s) concerned and the employees as soon as possible about the intended measures, as long as any need for confidentiality makes this possible.

Discussing of intended measures

In line with informing the parties involved, Philips discusses the intended measures and the possible consequences for (some) employees with the trade unions and the Work Council(s) involved.

Financial arrangements

The financial arrangements in the social plan are borne by Philips, insofar as there is no relevant statutory regulation.

1.5.9 Government measures

If the government takes legal measures that affect the agreements between Philips and the trade unions, for example on wages, social insurance laws or working hours, the relevant provisions of this CEA will end from the date that these legal measures enter into force. Both parties will then discuss these changes as soon as possible and decide together which provisions will apply going forward. If necessary, they will make temporary arrangements until they agree on the new provisions.

1.5.10 Decentralised consultation

In addition to the central consultation (see article 1.5.8 'Prevailing economic conditions'), regular consultations take place in business units on the initiative of the management or trade unions concerned. In these consultations, both parties may discuss, inter alia, the following topics:

- **Prevailing economic conditions:**
Turnover and financial results of the business unit concerned, as well as special projects or activities;

- **Employment:**
Expected development in the nature and extent of local employment, measures taken or to be taken in the field of sustainable employability and vitality;
- **Flexibility:**
Practical implementation of flexibility models, such as flexible contracts, contingent workers, flexible schedules, part-time work or working on Saturdays;
- **Employment scheme:**
Local activities within the employment plan, such as attention to special categories in the labour market and training activities for participants in this plan;
- **Position of women:**
Focussing on women in recruitment and selection, career and training, as well as on themes such as parental leave, childcare and work/life balance;
- **Training:**
Efforts in the field of training in the business unit concerned, total participation in training, participation by job level, age and type of education;
- **Career development policy:**
Implementation of the career development policy within the business unit concerned, depending on the nature of the work, the composition of the personnel, the level of education, etc.;
- **Salary and positioning policy:**
Implementation of the assessment, salary and positioning policy, statistics of the salary policy (with collective guarantees) at plant and company level.

1.6. Business discipline and individual dispute settlement

Philips trusts that you will comply with the obligations of your employment contract. Should this not be the case, we may impose various disciplinary measures on you. We have to behave as a good employer and good employee. However, a dispute may arise between you and Philips.

1.6.1 Disciplinary measures

If you do not comply with the obligations under your employment contract, Philips can – depending on the seriousness of the infraction – impose the following disciplinary measures on you:

- Reprimand;
- Suspension without pay for a maximum of 5 working days;
- Demotion;
- Dismissal with due observance of the applicable notice period;
- Dismissal without observance of the applicable notice period. The latter is only possible in the event of dismissal due to an urgent reason (see Article 7:678 of the Dutch Civil Code).

1.6.2 Internal appeal

Establishment of the complaints procedure

Philips has established a complaints procedure for each unit for which a Works Council has been set up. The rules have been adopted in consultation with the Works Council.

Judge

With the advent of the individual dispute settlement, you still have the opportunity to go to a regular judge.

Information about complaints

In the context of Article 31b of the Works Council act, Philips informs the Works Council in writing at least once a year about the handling of the complaints in the relevant unit at Philips.





2. Performance & Pay

2. Performance & Pay

Your employment contract contains a number of basic employment conditions. They are mostly about the rewards you get for the effort and performance you deliver. Things such as salary agreements, variable pay for specific performances, but also agreements about (flexible) attendance. They contribute to better performance and thus indirectly to the success of Philips as a company.

Salary

2.1. Salary

The basic rule is: you receive a salary for the work you do. Below you can read all about our remuneration system and the salary scheme.

2.1.1 Monthly salary

Remuneration system of the CEA

The remuneration system of Philips is described in a brochure which is published on the HR Portal. There you will find information about the salary scales and the salary guarantees. Philips only changes the salary scales structurally after consultation with the trade unions. You can view the salary scales in Appendix G of this CEA.

Determination of monthly salary

Philips determines your monthly salary based on:

- your grade;
- salary scale for your grade;
- assessment of your performance.

A further elaboration can be found in article 2.1.5.

Monthly salary BBL

As a BBL employee, you will receive a monthly salary that is based on the 'minimum BBL youth wage by age' as determined by the government. Philips increases this age by two years and a percentage of 16.33%, being the legal percentage of holiday allowance and a thirteenth month. Your training days will continue to be paid.

Payment of monthly salary

You will be paid your monthly salary at the end of the calendar month.

2.1.2 Personal budget

Personal budget

You will also receive a personal budget at the end of the calendar month with your monthly salary until 1 January 2021. The regulation for you as a BBL employee is described in article 2.1.1.

Composition of personal budget

Your personal budget (legal percentage of holiday allowance, former thirteenth month, (former) life course scheme and compensation for former leave days) is a percentage of your monthly salary, your shift allowance and the other designated income components.

Percentages

The above-mentioned percentage is:

- For 5 or 4/5 shift workers with average weekly working hours of 31.5 to 37.5 hours 19.12%
- For another work schedule 24.57%

Integration of personal budget

The personal budget, including the statutory percentage of holiday allowance, has been included in your monthly salary as of 1 January 2021.

2.1.3 Collective salary scale adjustment

As of 1 July 2021, you will receive a collective wage increase of 1.6% with a minimum of €400 per year on a full-time basis.

As of 1 July 2022, you will receive a collective wage increase of 2.1% with a minimum of €600 per year on a full-time basis.

As a BBL employee, you are excluded from collective and individual increases. Your salary follows the statutory indexations for BBL employees, as determined by the government.

2.1.4 Holiday allowance

Holiday allowance

The statutory percentage of holiday allowance (8%) is part of your personal budget and as of 1 January 2021, part of your monthly salary (see article 2.1.2).

Minimum amount 22 years or older

If you are 22 years or older, your holiday allowance will be at least €2,231 on an annual basis. As of 1 January 2021, your holiday allowance will be at least €2,780 on an annual basis. Philips adjusts this amount with the percentage of the collective salary scale adjustment (see article 2.1.3). If you are a BBL employee, this base does not apply to you.

(Fully) Incapacitated for work

If you are incapacitated for work and you receive a WAO (Disability Insurance Act) or WIA (Work and Income according to Work Capacity Act) benefit, you will only receive a holiday allowance if, and for as long as, you grant Philips a power of attorney to receive and set off the holiday benefit granted as a result of the WAO or WIA. You are not entitled to holiday allowance if you are fully incapacitated for work and are not entitled to payment from Philips as referred to in Article 4.1.1 and Appendix A.

2.1.5 Salary scheme

Determining job level

- a. Philips determines the level of reference jobs as job profiles according to a job evaluation system. These job profiles can be found in the Job Catalogue. Philips determines your job level by comparing it with the job profiles.
- b. If your position is not comparable to the existing job profiles, Philips will determine the level using the job evaluation system.

Classification into grades

Philips will place you in one of the following grades: 10, 15, 20, 25, 27, 30, 35, 37, 40, 45, 50, 60, 70 or 80. Philips determines your grade on the basis of the level of your job, provided that:

- there is sufficient certainty about your suitability to perform both your current position and other positions at the proposed level;
- and jobs of at least this level remain available in your own company or in other Philips companies.

Salary system

Structure

- Reference salary: there is a reference salary for each grade. This is the salary you earn if you structurally meet all job requirements.
- Minimum salary end level of a grade: if you meet the minimum job requirements, you will earn at least the minimum salary end level of the grade.
- Salary end level of the grade: if your contributions for Philips grow after reaching the minimum salary end level, you can continue to grow beyond this minimum salary end level. In general, you can grow to a salary level that is at least equal to the reference salary.
- The salary scales can be found in Appendix G of this CEA.
- Your salary as a BBL employee is determined as described in article 2.1.1. This article and appendix G therefore do not apply to you.

Impact of assessment

Your manager assesses your contribution at least once a year in a mutual conversation. The focus will be on the content and results of your work, but also on your working method and behaviour. You will also discuss the most important considerations for determining your salary. You also make agreements for the coming period.

Pay raise

The assessment has consequences for your salary once per year, provided that your contribution has grown and you have not yet reached your (personal) salary end level.



Variable pay

2.2 Variable pay

Under certain conditions, you are eligible for variable pay. You can read more about that here.

2.2.1 Variable salary

When do you receive a variable salary?

Until 1 January 2021, you must have at least a PPM score '2' to be eligible for a variable salary. You will therefore not receive a variable salary with a PPM score of 1 and after a dismissal without notice. If you fall under a Sales Incentive plan, you are not entitled to a variable salary this article is referring to.

From 1 January 2021 onwards, you will not receive a variable salary with a 'underperforming' score on the What-axis, in combination with a 'partially performing' score on the How-axis, and after a dismissal without notice. If you fall under a Sales Incentive plan, you are not entitled to a variable salary this article is referring to.

Percentage and base

The on-target percentage variable salary for

- grade 10 up to and including 70 is: 3%;
- grade 80 and (CEA) 90 is: 6%.

These percentages apply from the moment you are assigned to the relevant grade.

This concerns percentages of your income in the relevant calendar year.

This income includes: the monthly salary, the shift allowance, the fixed overtime allowance, the fixed special hours allowance and from 1 January 2020 onwards, the personal budget.

Composition

The variable salary consists of a financial and an individual part.

When Philips grants a pay raise, it starts on 1 April following the assessment. If you are a BBL employee, your assessment does not lead to a salary change because the legal indexation of the BBL youth wages is followed.

Individual guarantees

Positioning guarantee

Once you have been assigned to a grade, Philips will not place you in a lower grade thereafter.

This does not apply if:

- You are under the age of 55 and you perform work of a 'lower' level for a longer period of time, because work at the appropriate grade level is not available. In that case, Philips will place you into the grade that is 1 level lower than your grade;
- Philips lowers your job level because your contribution does not meet the job requirements for a longer period of time;
- There are measures such as:
 - closing of a company (unit);
 - radical and structural changes to the work package;
 - substantially reduction in the staffing of a company (unit).
- If you and Philips make agreements about a career change as referred to in Article 3.2.2.

In cases a to c, Philips will adopt a further regulation in consultation with the trade unions.

Appendix E describes the process of a career change.

Salary guarantee

- If you have not yet reached the minimum salary end level associated with your grade, Philips will not grant you an increase for a maximum of 2 consecutive years, unless a job change or dismissal procedure is ongoing.
- Philips can only reduce a reached salary if your job performance gives reason to do so. If we are considering a reduction in salary, we will inform you in writing. You will then have the opportunity to improve yourself for six months. Two months before the expiry of this period,

Philips will give you another warning. Only then will we proceed with a salary reduction.

Collective guarantees

As of 1 April, Philips guarantees per grade with a staff of at least 50 employees that:

- for employees who have not yet reached the minimum salary end level:
 - They will grant these employees on average at least a 3% increase of the reference salary. From 1 January 2021, an increase of 2.4% will apply, as a result of the integration of the personal budget into the salary (with the exception of BBL employees).
 - They will not grant an increase to a maximum of 10% of these employees.
- For employees who have reached at least the minimum salary end level, to equal the average of their salaries to at least 97% of the reference salary.

2.1.6 Deduction supplementary WW and WGA Benefit (Private Supplemental Unemployment Benefit Scheme – PAWW)

As of 1 July 2018, Philips has taken out a private supplementary WW/WGA insurance. For this purpose, Philips is affiliated with the CEA for Industry and Technology. You are obliged to participate. The full premium (for both implementation and benefit costs) will be deducted monthly from your salary. More information can be found on the website of the foundation: www.spaww.nl

2.1.7 Payment in case of incapacity for work

The scheme for payment during incapacity for work can be found in Appendix A. If you continue to work after your AOW entitlement age, the scheme does not apply, unless your AOW entitlement age is below the age of 68. This regulation also does not apply if you are employed and are already entitled to AOW pension.

Financial part

The financial performance, expressed in the Line of Sight, counts for 70% of the amount of your variable salary.

Financial part (Line of Sight) up to and including grade 50
If you are classified in grades 10 up to and including 50, the amount of your variable salary will be determined for (at least) 25% by the financial performance of 'Philips Group' until 1 January 2021.

From 1 January 2021 onwards, the amount of your variable salary will be determined for 70% by the financial performance of 'Philips Group'.

There is an upper limit to the result on financial objectives.

Financial part (Line of Sight) grades 60 up to and including (CEA) 90

If you are classified in grades 60 up to and including (CEA) 90, the amount of your variable salary will be determined for (at least) 25% by the financial performance of 'Philips Group'.

There is an upper limit to the result on financial objectives.

Individual part (PPM)

Your personal performance, expressed in a PPM rating, counts for 30% of your variable salary.

Until 1 January 2021, the assessment system from the previous CEA will apply.

Based on the new assessment system that has been in force since the calendar year 2021, the following ranges apply to the part of the on-target percentage variable salary that depends on the PPM rating:

		What			
		Under-performing	Partially performing	Performing	Excelling
How	Excelling	0-50%	50-100%	100-125%	125-175%
	Performing	0-25%	25-75%	75-125%	100-125%
	Partially performing	0%	0-50%	25-75%	50-100%

Should the assessment system change during the term of this CEA and the table is no longer applicable, the amendment of the table will be discussed with the trade unions.

Payment of variable salary

You will receive the variable salary in March of the year following the year to which the scheme applies. If your employment ends during the calendar year, you will receive the variable salary proportionally.

Pro-rated payout

When determining the variable salary to be paid, Philips takes into account the duration of your employment during the year to which the scheme applies, your part-time percentage, taken unpaid leave and incapacity for work (if, added together, you were incapacitated for work for more than 6 months).





Working hours and attendance

2.3 Working Hours/Attendance

Here you can read about the agreements on working hours, shift work, (compensation for) overtime, stand by duty and more.

2.3.1 Definitions

Gross standard working hours

Your gross standard working hours are the number of days of the calendar year minus the number of Saturdays and Sundays of that year. We express the working hours in hours. In 2020, your gross standard working hours are 2,096 hours, in 2021 they will be 2,088 hours and in 2022 they will be 2,080 hours.

Working hours per day

For the aforementioned days, a working time of 8 hours per day applies.

Shift work schedule

If you have a shift work schedule, you will work in different shifts at least once every 4 weeks. By different shifts we mean that there are at least 12 working hours (excluding breaks) between the end time of your last shift and the start time of your new shift.

2.3.2 Working hours

Provisions of the Working Time Act consultation arrangements Philips arranges your working hours in a (shift) work schedule. The provisions of the consultation arrangements of the Working Time Act from 1 April 2007 are in force:

- a. a (shift) work schedule in principle contains a maximum of 9.5 hours per shift, 190 hours per 4 weeks and 552.5 hours per 13 weeks;
- b. your average working hours on an annual basis are 40 hours per week;

- c. the working time in a (shift) work schedule is at least half a shift;
- d. a shift is at least 6 hours. If Philips wants to deviate from this, this can only be done after agreement with the trade unions.

Day shift schedule

In principle, you work from Monday to Friday in a day shift schedule.

Announcement of the schedule

Philips will announce your schedule at least 7 calendar days before introduction.

2.3.3 Setting of work schedules

Setting of work schedules

Philips sets your work schedule.

Approval of the Works Council

If Philips wants to set or change the work schedule for all employees or a group of employees, the Works Council must give their consent to this.

Interest of the company

You are obliged to work at hours other than those of your work schedule if Philips believes that this is in the interest of the company.

Overtime

If you work in grade 10 up to and including 45 and it is necessary in your business (unit) to work a large amount of overtime – in terms of the number of employees or the expected duration – , Philips will discuss this with the Works Council.

Reduction of working hours

According to Philips, if economic and/or business-technical circumstances make it necessary to make an arrangement for a reduction in working hours – including a corresponding reduction in income – we will do so within the statutory regulations and after consultation with the trade unions.

2.3.4 Adjustment of work duration, place of employment and working hours

Submitting and processing requests

You can submit requests to adjust the working hours, place of employment and working time in accordance with the provisions of the Flexible Working Act. Phillips will approach requests positively, taking into account the business circumstances. Any rejections will be justified in writing.

Adjustment of working hours

If your working hours are changed, Phillips will adjust your terms and conditions of employment proportionally.

Reciprocal flexibility

Phillips takes a positive approach to requests for adjustment of work duration, place of employment and working hours. We take into account the business circumstances and assume a 'reciprocal flexibility' between you and Phillips. This means that both parties are willing to align the needs for time, place and organisation of the work and be attentive to each other's wishes and possibilities. Phillips always justifies a rejection of a request in writing.

2.3.5 Overtime

To whom does this regulation apply?

An allowance applies for overtime if you are classified in grade 10 up to and including 50.

What are overtime hours?

Overtime hours are hours:

- worked in day shift and 2 shifts on behalf of Phillips above a fixed schedule with a working time of at least 8 hours;
- worked in 3, 4, 4/5 and 5 shifts on behalf of Phillips over a working time of 7.5 hours per shift;
- worked on days when you have no schedule. They count as overtime if you exceed 40 hours of working time per week.

Compensation in time

In principle, you will receive compensation for overtime in the form of paid leave.

If you take substitute paid leave for overtime worked, you will only receive the surcharges as mentioned below and not a payment per overtime worked.

Compensation in cash

If paid leave is not possible according to Phillips, you will receive an amount for each hour of overtime worked. This payment amounts to 0.575% of your monthly salary. Phillips uses a minimum monthly salary of €1,733. As of 1 January 2021, the payment amounts to 0.462% of your monthly salary, as a result of the integration of the personal budget. Phillips uses a minimum monthly salary of €2,159. Phillips adjusts this amount with the percentage of the collective scale adjustment (see article 2.1.3).

Allowance

In addition to compensation or payment, you will receive an allowance per overtime hour worked.

Height allowance

This allowance is:

- 25% of your hourly wage for the first 2 overtime hours worked on a normal working day;
- 50% of your hourly wage for the overtime hours worked above the first 2 overtime hours and exceeding the 10 hours on a normal working day.

Saturday allowance

On Saturdays, the allowance per overtime hour worked is:

- 75% of your hourly wage if you are classified in grade 10 up to and including 45;
- 25% of your hourly wage if you are classified in grade 50.

Allowance Sundays and public holidays

On Sundays and public holidays, the allowance is 100% of your hourly wage per overtime hour worked.

Settlement of overtime

Phillips has further rules internally for the settlement of overtime hours.

2.3.6 Special hours in case of work schedules

To whom does this regulation apply?

An allowance for special hours in case of work schedules applies if you are classified in grade 10 up to and including 60.

Allowance

If you do not yet receive an allowance for working at special hours via your shift allowance or your normal salary, you will receive a supplement as mentioned below.

Phillips calculates the allowances of your monthly salary at 0.575%. As of 1 January 2021, the payment amounts to 0.462% of your monthly salary, as a result of the integration of the personal budget.

Height allowance

This allowance is:

- 25% for hours on Monday to Friday from 00.00–07.00, and from 19.00–24.00; Saturday from 00.00–06.00;
- 75% for hours on Saturdays from 06.00–24.00;
- 100% for hours on Sunday from 00.00–24.00.

2.3.7 Stand by duty

To whom does this regulation apply?

An allowance for overtime applies if you are classified in grade 10 up to and including 60.

What is stand by duty?

To be on stand by duty means that you are available and reachable on behalf of Phillips outside the working hours associated with your work schedule.

Fixed compensation

For stand by duty you will receive:

- Monday to Friday, a fixed allowance of 1 hour work per 24 hours at your normal salary. One day is the time between the end of your schedule on one day and the start of your schedule on the next day (16 hours);
- a fixed allowance of 2 hours' work at normal salary is paid per 24 hours for being on standby duty on a collective holiday;
- Saturday, Sundays and public holidays, per 24 hours a fixed compensation of 2 hours work at your normal salary, plus a special hours allowance in accordance with article 2.3.6.

Paid Leave

Philips can convert all or part of the fixed allowance into paid leave. We always pay out the special hours allowance in accordance with article 2.3.6.

Bonus Hours

If you actually get called to come in to work, Philips will pay 2 bonus hours on Monday to Friday at your normal salary. If this happens on Saturdays, Sundays and public holidays, we will pay 2.5 bonus hours at your normal salary.

Hours of Attendance

If you actually get called to come in to work, Philips will pay for the hours of attendance in accordance with article 2.3.5.

Attendance after 00.00 and before 05.00

If the last attendance period ends after 00.00 and before 05.00, you will receive a rest period of 8 hours afterwards. If these hours coincide with the hours of your schedule for that day, Philips will continue to pay your salary over these hours.

Call between 05.00 and 06.00

If you only receive a call between 5 a.m. and 6 a.m., you will receive a rest period of 8 hours within 24 hours after 6 a.m.

Call between 00.00-05.00 and 05.00-06.00

If you receive a call between 0 a.m. and 5 a.m. and between 5 a.m. and 6 a.m., the regulation applies as discussed for an attendance after 0 a.m. and before 5 a.m.

Call after 06.00

If you only receive a call after 6 a.m., you will then work according to your schedule for that day. In addition, you can work a maximum of 13 hours in total. You are not allowed to work longer than an average of 45 hours per week in a period of 13 weeks.

2.3.8 Payment Public Holidays

Payment of salary

You will receive your normal salary during public holidays (see article 4.1.5), including a possible shift allowance.

Compensation for working on public holidays

If you are classified in grade 10 up to and including 50 and you work on public holidays as mentioned in article 4.1.5, you will receive, in addition to your normal salary and any shift allowance for the hours worked in a shift that ends on a holiday, a free shift in lieu and an allowance of 100%. You can have the free shift in lieu paid out in consultation with Philips.

If you are classified in grade 60 and you work on public holidays as mentioned in article 4.1.5, you will receive a free shift in lieu in addition to your normal salary and any shift allowance for the hours worked in a shift that ends on a public holiday. You can have the free shift in lieu paid out in consultation with Philips.

2.3.9 Shift work

Monthly salary for shift work

If you work in shifts according to a set schedule, you will receive a monthly salary for shift work. Philips determines this salary based on your working hours. The monthly salary has an effect on the related income components. On top of your monthly salary for shift work, you will receive a shift allowance.

If you work in Drachten and make use of the possibility of 'flexible scheduling' (this system has been agreed upon with the trade unions in 2020), then the 'flexible scheduling' does not affect the amount of the shift work allowance applicable to you.

Shift work allowance

Philips pays the shift allowance from the moment you work in shifts and as long as you continue to do so. An explanation of the calculation of your monthly salary for shift work and the shift allowance can be found in Appendix B. The amount of the shift allowance depends on the extent to which your working hours and break times are inconvenient.

24.00 hour	55%							
19.00 hour								115%
13.00 hour	0%							
07.00 hour	55%							
00.00 hour	Mo	Tu	We	Th	Fr	Sa	Su	

* For the determination of the shift allowance of the 2-shift day/night, Philips calculates an allowance-free zone of 12 hours from Monday to Friday.

Increase in shift allowance

Philips increases the shift allowance by 1.5% if you perform work where the break time varies daily and is not fixed in your shift schedule, or if you do not have a continuous break of half an hour. We need to multiply this percentage by the base percentage applicable to you (see Appendix B).

Calculation of shift allowance

Philips pays the shift allowance on the sum of the designated income elements. We base this on an amount of at least €2,252; as of 1 January 2021 this is €2,806 per month. If you are a BBL employee, these base amounts do not apply to you.



Phased reduction in salary for shift workers

The existing phased reduction in salary for shift workers regulation from Philips can be found in Appendix C.

2.3.10 Unpleasant Working Conditions

To whom does this regulation apply?

An unpleasant working allowance applies if you are classified in grade 10 up to and including 45.

When do I receive an unpleasant working condition allowance?

If you work under unpleasant working conditions, Philips may grant you an unpleasant working condition allowance. We strive to eliminate unpleasant working conditions. If we succeed in eliminating these conditions, any unpleasant working allowance will lapse.

What are unpleasant working conditions?

The following unpleasant working conditions are covered by the unpleasant working condition allowance scheme:

- Dirt;
- Climate;
- Air pollution;
- Personal protection equipment;
- Physically demanding work.

In addition, Philips grants an allowance if you work in 3 or more shift work schedules with a continuous series of at least 5 night shifts. The amount of the allowance is equal to level 1 as described below. This has been further elaborated in internal regulations.

Four levels of unpleasant working conditions

Ascending according to the degree of nuisance, Philips distinguishes four levels.

The corresponding allowances per month are:

Level	Allowance
0	Zero
1	€28.60
2	€50.40
3	€76.25

Calculation of the allowance

Philips bases the allowance on the continuous (during the entire shift) presence of the unpleasant working condition. If you only experience the unpleasant working conditions during a part of the shift, we will pay the allowance proportionally.

Payment

Philips normally pays the unpleasant working conditions allowance on a monthly basis.





3. Development & Career

3. Development & Career

As a knowledge organisation, Philips has every interest in giving you the opportunity to develop your personal and functional talents. Below you can read about some of the opportunities you have to further advance your career. This chapter is also about employability and employment.

Development and employability

3.1. Development and employability

We attach great importance to personal development, and together with you as an employee, we understand our responsibility in the field of employability. You can read more about that in this chapter.

3.1.1 Employability

Joint responsibility

The performance of Philips and your well-being – now and in the future – are closely linked. ‘Development’ is an important condition for ensuring that performance and job security in the short and long term. It is a joint responsibility of Philips, of you and of all your colleagues, both in terms of time, effort and costs.

Responsibilities of Philips

Philips:

- pursues a policy that promotes your employability now and in the future;
- is responsible for creating conditions and facilities that allow you to develop yourself personally and professionally. Each business unit will draw up a plan for this;
- gives you the opportunity to develop your knowledge and skills and to adapt them to technological and other developments. This increases your chances to continue to fill a suitable position within the company and to be eligible for any vacancies;
- recognises the right to training and cooperates with you for participation in internal and external training activities. Depending on the reason and the nature of the training, you may take the course during or after working hours;
- you will receive at least 2 training days available annually.

Responsibilities of employees

You:

- are aware of your responsibility to increase your employability and you are willing to make an effort to do so;
- take responsibility to develop yourself in such a way that your employability and your job security are maintained now and in the future.

Structured feedback

You are entitled to structured feedback on your performance. In order to work on your employability properly, you set up an annual development plan together with Philips. This plan can be tailored to your shorter or longer-term goals. The plan can also be aimed at increasing your job security in the future. While discussing the plan, you and Philips can make agreements about the time frame you expect to stay in your position.

Functional mobility

Philips considers functional mobility (mobility to another position) to be a precondition for maintaining your employability. That is why a transparent labour market within Philips is also of great importance. We publish all vacancies on our career site. We prefer to recruit from within the company. In doing so, we take into account your future possibilities and private circumstances as much as possible.

E-Miles

In order to expand your opportunities for personal development (employability), you will receive 1000 E-miles as of January 1 of each year (during the term of the CEA). Philips will be updating these services every year. E-miles entitle you to services such as workshops, assessments, coaching and career advice dialogues that are aimed at increasing your employability. Normally, you participate in these activities during working hours. Philips guarantees professionalism, independence and confidentiality of the services.

Life & Career scan

You will have the opportunity to have a scan carried out once a year that gives you more insight into your career, the labour market, learning & development, vitality or working from home. Philips will be updating these services every year. This scan consists of a digital questionnaire, a personal report and a consultation with an expert coach. This way you immediately get a clear picture of how you are doing and what steps you can take to achieve your goal.

3.1.2. Employment

Substitute employment

Philips tries to offer as many replacement jobs as possible in the event of a (temporary) reduction or cancellation of work. If posting, placement in another position or transfer to another department, place of business or company affiliated with Philips is necessary, we expect your cooperation with this. Philips and the trade unions recognise that this cooperation is also of great importance in order to prevent collective redundancies as much as possible in special circumstances.

External vacancies

Philips registers all externally filled vacancies with the UWV WERKbedrijf. We also indicate to what extent young employees or employees with an occupational disability can fill these vacancies and to what extent part-time work is possible.

Contingent workers

Philips only uses contingent workers if the filling of vacancies is not possible, takes an unusually long time, or if it concerns temporary work. In doing so, we comply with all applicable legal regulations. If we have to use contingent workers on a larger scale in a business (unit), we will only do so after the works council concerned has issued advice.

Eliminated jobs

Despite the desire to ensure the continuity of labour relations, the loss of jobs may be inevitable. If Philips is forced to proceed with collective redundancies, the provision under the heading of collective redundancies applies.

Continuity of labour relations

Philips attaches great importance to the preservation of employment. Good labour relations, circumstances and conditions are important in this respect. We just can't give rigid job guarantees.

Collective redundancies

During the term of this CEA, Philips will only proceed to collective redundancies if special circumstances make it necessary. When special circumstances arise. In this case, Philips will only decide to make collective redundancies after in-depth consultation with the trade unions and the Works Council concerned. In these consultations, the parties involved paying particular attention to the aforementioned circumstances.



Career planning

3.2 Career planning

Do you have any particular wishes or ambitions regarding your work? At Philips we try to support you as best as possible.

3.2.1 Internal and external job placement

In an innovative and competitive business environment like Philips, changes are inevitable. Sometimes these changes have such an impact on activities, jobs and employees that extra attention to mobility and employability is desirable. This is where mediation comes into play.

Importance

Philips considers (career) mediation activities very important because the organisation is constantly changing. We want to pay as much attention as possible to, among other things, your mobility and employability. Mediation may be relevant in this respect.

External parties

To increase your mobility and employability, Philips can call on external parties to support you. You can also use your E-miles. The trade unions can also offer support – at their own expense – to their members.

Support in mediation

The support for (career) mediation can include:

- (re) orientation to your personal possibilities, including career coaching;
- retraining and continuing education;
- job application training;
- gaining insight into the possibilities on the labour market, both internally and externally (labour market orientation);
- targeted search for suitable vacancies (job hunting).

Advisory committee

In order to promote (career) mediation activities as a result of reorganisations, a local advisory committee can be set up. This consists of representatives of Philips and employees.

Other functions

If no jobs are lost, both you and Philips – together with the manager or HR department involved – can still take the initiative for mediation towards other positions.

3.2.2 Career changes

We start from constructive and mature employment relationships in which we are jointly responsible for your development and employability.

A career move means that you will be promoted, make a lateral move or take a step back. A career move can occur at any stage of your career. A request to make a career move will be approached positively by Philips. You and Philips will look for suitable agreements together. Because a career move to a lower grade is the least evident, Appendix E focuses mainly on the consequences of this.

3.2.3 Personal Development and Care Days

What is meant by this?

Philips provides one time per year your weekly working hours for personal challenges that require specific attention, time or care. You can also use the time to work on your personal development not directly related to your current job. We call this Personal Development and Care days.

How can they be used?

Depending on the phase of your life, these days can be used for care for children or relatives, following a course or education that is not primarily focused on your

employability within Philips, or for (other) development needs. The days can also be used, to the extent appropriate within the scheme, to take additional or paid time off for situations described in articles 4.2.2, 4.2.3. and 4.1.7.

You must use the available days in the year in which you receive them. If you do not use these days, they will not be paid out or carried over.

The parties to the CEA expressly do not intend these personal development and care days to have any kind of recuperation or recovery function, so they are explicitly not holidays within the meaning of Art.7:634 of the Dutch Civil Code.

4. Health & Well-being



4. Health & Well-being

Your health and well-being is of great importance to Philips. For us, this pertains to more than just (care) leave. Financial well-being, in the form of your pension, is also important to us. At Philips, we believe that our company is at its best when our employees are at their best. That is why we offer various employment conditions around the theme of health & well-being.

Holiday and leave

4.1 Holiday and leave

Every employee at Philips is entitled to leave. By this we mean holiday or paid leave in case of special circumstances. But you can also buy extra leave, for example. Here you can read more about paid and unpaid leave.

4.1.1 Holiday

Amount of holidays

- Your holiday year coincides with the calendar year.
- If you are employed on the first working day of the calendar year, you are entitled to 25 holiday days for that year, unless the provisions apply in the event of a dismissal during the calendar year or the special circumstances described below.
- With a collective holiday period of 2 weeks or 3 weeks, you will receive 1 day or respectively 2 days of extra holiday days as compensation.

Holiday when starting employment during the calendar year

- If you start employment during the calendar year, you are entitled to a proportional part of your amount of holidays for that year. If you enter employment in the course of a month, that month will count for the calculation of your proportional part.
- If you can show at the start of employment that you are entitled to unpaid leave due to unused holiday days from your previous employer, Philips will enable you to take that time in the course of the calendar year in which your employment started. The other provisions of this article apply to this unpaid leave.

Holiday in the event of dismissal during the calendar year

If you are dismissed during the calendar year, you are entitled to a proportional part of your amount of holidays for that year. If your employment stops before the end of the month, that month will count for the calculation of your proportional part. If you took too many holidays, we will deduct that with the last payment.

Holiday accruals during special circumstances

- You do not accrue holidays over the period in which you are not entitled to a salary due to not performing your work. You do accrue holidays in the cases and over the periods under Article 7:635 of the Dutch Civil Code (including long-term care leave, pregnancy, childbirth, adoption leave and incapacity for work), or in the case of unpaid leave due to unused holidays from the former employer and with leave permitted by Philips as referred to in Article 1.5.5.
- The provisions relating to holidays at the start of employment and dismissal in the course of the year also apply at the beginning or the end of the period in which you do not accrue a holiday on the basis of the situations described above under 'a'.

Being ill during holiday and paid leave

If you are ill during (collective) holidays or you are involved in an event described in article 4.1.7, Philips will consider these holiday days as unused. This rule only applies if you report this in the prescribed way.

Payment and expired holiday days

- Philips will continue to pay your salary on holidays taken.
- Your right to unused holidays expires after 5 years, calculated from the end of the year in which the days arose.
- From 2020 onwards, the statutory regulation applies with regard to the expiration period for holidays:
 - Any statutory holidays (20 on a full-time basis) not taken lapse after six months, calculated from the end of the year in which the entitlement arose.
 - Any non-statutory holidays (5 on a full-time basis) not taken expire after 5 years, calculated from the end of the year in which the entitlement arose. In the first half of 2021, Philips will ensure adequate and regular communication to employees who have not fully taken their statutory holidays in 2020. The actual expiration of the unused statutory holidays of 2020 per 1 July 2021 will only take place after careful consultation with trade unions and until a joint decision has been taken on this matter.

- d. You can opt to have a maximum of 5 (non-statutory) holidays paid out annually, at the end of the year. As of 1 January 2021, you may, throughout the year, sell the non-statutory holidays (maximum 5) granted in the previous year .

Taking of holidays

- a. In principle, you must take holidays in the calendar year in which you received them.
- b. If there is no collective holiday period and you request your desired consecutive holiday period to your manager well in advance in writing, he will in principle determine your holiday period according to your wishes. If the required staffing occupancy does not allow your holiday days in the requested period, you will determine another holiday period in consultation with your manager.
- c. You can take your other holiday days in oral consultation with your manager.
- d. Philips determines the collective holiday period with the agreement of the Works Council.
- e. Taking into account the provision concerning the determination of a collective holiday period with the agreement of the Works Council, Philips may designate a maximum of 15 working days as a consecutive holiday period. In principle, this should be done before January 1st of the year when holiday days will be taken.
- f. If it is in the interest of the company, Philips can change a fixed holiday after consultation with you. We will compensate you for the damage you suffer as a result.

Holiday for employees in flexible (shift) work schedules

- a. If you work in schedules with working hours that deviate from 8 hours per shift with due observance of article 2.3.2, Philips will determine the amount of your holiday days in hours.
- b. If you take your holidays, Philips will deduct the actual number of hours according to the shift schedule from the amount of holiday days.

4.1.2 Payment during holidays and leave

Philips will continue to pay your salary – for shift workers including the applicable shift allowance – during holiday and paid leave, as stipulated in Article 4.1.7 and Article 1.5.5.

4.1.3 Compensation for holidays not taken

If Philips pays out unused holidays, you will receive 0.682% of your full-time monthly salary for each hour. As of 1 January 2021, this amounts to 0.547%, as a result of the integration of the personal budget.

4.1.4 Purchased days

Buy days off

You can buy 20 days off every year (purchased days). You can buy half or whole days off. This regulation does not apply to BBL employees.

Taking purchased days

The same conditions for holidays apply to the taking of purchased days.

Value of purchase day

The value of a purchase day is equal to the number of hours x 0.682% of your full-time monthly salary. As of 1 January 2021, this amounts to 0.547%, as a result of the integration of the personal budget.

Purchase 13 days at once

You can buy 13 days at once at the end of the year for the following calendar year. As of 1 January 2021, you have the option, during the entire year, to buy the desired number of days at once (up to a maximum of 20, assuming full-time employment).



4.1.5 Public Holidays

What are the public holidays?

You do not work on Sundays, New Year's Day, Easter Monday, Ascension Day, White Monday, Christmas Day and Boxing Day, the day on which the national holiday 'Kingsdag' ('Koningsdag') is celebrated and 5 May (once every 5 years, for the first time in 2020), unless you do have to work for business or business reasons or for reasons of public interest.

Philosophical objections

Philips takes philosophical objections into account as much as possible if, on the basis of your philosophy of life, your objection to working on Sundays and on generally recognised religious holidays.

(Other) generally recognised religious holidays

Philips offers you the opportunity to take a holiday on a generally recognised religious holiday unless important company circumstances prohibit this.

4.1.6 Collective holidays

Philips can appoint 5 days off for all employees involved or a group thereof after consultation with the Works Council. If you work in a 5- or 4/5-shift system with an average weekly working hours of 31.5 to 37.5 hours, we can only appoint 1 day. In order to appoint more days off, we need the consent of the Works Council.

4.1.7 Paid leave

Participation/attendance of events

You may be absent from work and participate in or attend the following events with retention of payment if you are otherwise unable to attend:

- a. Death of your spouse or partner, child, parent, grandparent, brother, sister, daughter-in-law or son-in-law: the required time with a maximum of 1 work day;

- b. Death of your spouse or partner, child living at home or live-in parent: the working days between death and burial;
- c. Funeral of your spouse or partner, child, parent, grandparent, brother, sister, brother-in-law, sister-in-law, daughter-in-law, son-in-law or grandchild: 1 day;
- d. Celebrations for your 25- or 40-year service anniversary: 1 work day;
- e. For taking a course in preparation for your retirement in the 3 years before your retirement age: a maximum of 5 working days;
- f. You as a partner, after the birth of your child: twice your weekly working hours, to be taken up in a period of 4 weeks, counting from the first day of delivery;
- g. Your marriage or registered partnership and your 25th and 40th anniversary: 1 day per event.

Postscript:

In addition to the registered partnership, Philips also considers the person with whom you live and run a common household to be a partner. This must be apparent from a notarial deed.

When we talk about 'parents' or 'grandparents' in this paragraph, we also mean the 'parents' or 'grandparents' of your spouse or partner.

Medical specialist consultation

If you cannot visit a general practitioner, dentist, midwife, specialist or physiotherapist on your day off and it is not possible to change your schedule, Philips will continue to pay your salary during the time you need for the visit.

Special circumstances

If Philips thinks that special circumstances warrant it, you may also be absent from work for other events and for a longer period of time than stated in paragraph 1, with retention of payment.

4.1.8 Unpaid leave

Not doing your work

Philips does not have to pay you for the time in which you have not done your work.

No payment

You are also not entitled to payment in the cases referred to in Articles 7:628 and 7:629 of the Dutch Civil Code and Articles 4:1 and 4:2 of the Employment and Care Act, unless Articles 4.1.1 and 1.5.5 and Appendix A of this CEA state otherwise.

No leave of absence without permission

Without the express permission of Philips, you may only be absent in case of work incapacity.

Compensation via life course scheme

You can use your balance from the life course scheme (see article 4.1.9) to compensate for the loss of income in the event of unpaid leave.

Sabbatical

You have the right to take a sabbatical of 3 consecutive months once every 3 years. For this period of unpaid leave, you may use your holidays from the year in which the leave starts.

4.1.9 Life course scheme

Participation

The Government has ended the life course scheme as of 1 January 2012. As a result, it is no longer possible to join. If you had accumulated a balance of at least €3,000 on 31 December 2011 (including expected return on investment), you may still participate in the life cycle savings scheme from 2012 until 1 November 2021.

Two parts

The life course scheme consists of 2 parts: the life course savings scheme and the life course leave scheme.

The life course savings scheme describes how to build up a savings account. In the life course leave scheme you can read all about which types of leave you can use the savings scheme for.

Life course leave

Life course leave is long-term leave. Philips distinguishes between:

- Interim leave: this leave has a lower limit of 4x your weekly working hours and an upper limit of 52x your weekly working hours. You can take the leave until 1 November 2021, part-time or full-time. The time between the start date and the end date of the leave can be no longer than 1 year. You can apply for full-time leave, if you have been employed by Philips for at least 1 year;
- Leave prior to your pension: the time between the start date and the end date of this leave can be no longer than 3 years. You can take the leave until 1 November 2021, part-time or full-time. When taking life course leave, you must compensate the loss of income as a result of this leave by at least 50% from the life course savings balance. In principle, the same terms and conditions of employment apply to life course leave as to part-time work.

Compensation via life course savings scheme

You can also use your life course savings credit to compensate for the loss of income in the event of leave, on the basis of the Work and Care Act (see article 4.2.3).

Legal end date of the scheme

On the basis of the legislation, the life course scheme will be terminated as of 1 November 2021. Life course balance that is not included before this end date will be paid out in the fourth quarter of 2021 by the banks where this credit is outstanding.

Care

4.2 Care

There may be situations where you want to use care leave. This is mainly intended to offer you some peace and quiet so that you can get back to work in the long term. Agreements about (safe) working conditions and informal care can also be found in this chapter.

4.2.1 Working conditions

Safety

Philips ensures good and safe working conditions. We also want you to be able to use and develop your talents and abilities in your work as much as possible. Therefore we always empower you to be responsible within your role.

Obligations

- a. Philips continuously keeps an eye on the (physical) working conditions, by among other things:
 - taking targeted measures for you and your colleagues;
 - providing information and consulting with the Works Councils about safety, health and well-being;
 - informing and instructing you about the dangers of your work, the applicable safety rules and the measures to be taken in the event of malfunctions and irregularities;
 - making personal protective equipment available to you where necessary.
- b. You keep an eye on your own safety and that of your colleagues as much as possible. You do this, by among other things:
 - being aware of the regulations, adhering to the safety rules and to follow the instructions given;
 - contributing at any meeting to maintaining or improving safety;
 - reporting existing hazards to your manager;
 - using your personal protective equipment. Philips ensures availability of efficient equipment and services that offer assistance to you and your colleagues.

4.2.2 Informal care

Information and allocation

Philips wants to help you in your role as an informal caregiver and therefore ensure good information about informal care. A central site has been set up with all relevant information. There is also a contact person to report issues. The information is arranged in such a way that the division of roles is clear and guiding for you, your manager and colleagues. The emphasis is on the cultural aspect: 'give each other space / look for solutions together / help each other'. Philips will approach your request in a positive dialogue in order to achieve the best possible agreement and support.

Combination with other forms of leave

If applicable, you can also use the regulations regarding leave and Personal Development and Care Days for the provision of informal care. You can also use the day available for volunteering for informal care purposes.

Want to temporarily work less?

In a separate regulation, possibilities for temporarily working less are described in more detail. If you reduce your working hours percentage as a result of informal care tasks, this percentage will be increased to the original percentage within a period of one year if desired. This year can be extended once for one year, after consultation with your manager.

Informal care coach and broker

Philips gives you the opportunity to use an informal care coach and an informal care broker.

4.2.3 Care leave

Types of care leave

Thanks to the Employment and Care Act, you have specific rights for the following forms of care leave: emergency leave, short-term care leave, long-term care leave, parental leave, maternity leave, adoption and foster care leave and parental leave.

Paid or unpaid

Some of these forms of leave are (partly) paid leave, others are unpaid leave.

Full pay-out of income

Philips pays 100% of your income during maternity leave and during adoption and foster care leave, as referred to in Article 3:1 and 3:2 of the Employment and Care Act respectively. However, you must determine the effective date of the leave in consultation with Philips ten weeks before the expected delivery, adoption or foster care date.

Other possibilities for care leave

This CEA offers you a number of possibilities that you can use for care leave – in addition to the regulations based on the Employment and Care Act. These are:

- purchased days;
- life course leave;
- (temporary) working part-time.

Compensation via life course savings scheme

You can use your balance from the life course savings scheme to compensate for the loss of income in the event of unpaid leave.

4.2.4 V-Miles

V-miles

In order to expand your opportunities for health and vitality, you will receive 1000 V-miles as of 1 January of each year (during the term of the CEA). Philips will be updating these services every year. V-miles entitle you to services such as workshops, assessments and coaching that are aimed at increasing your health and vitality. Normally, you participate in these activities during working hours. Philips guarantees professionalism, independence and confidentiality of the services.

Pension

4.3 Pension

Many employees value securities. Not everything is predictable, but a good pension package helps you plan and safeguard your financial well-being, now and in the future.

4.3.1 Participation

- a. You participate in the Flex pension. The Philips Pension fund implements this pension scheme. The Flex pension is a defined pension scheme implemented by Philips (collective defined contribution scheme).
- b. Your rights and obligations arising from participation in the pension scheme are set out in the statutes and the 'Flex pension regulations' of the Philips Pension Fund. You can view these documents on the pension fund's website. You can also request a copy of the statutes and of the applicable pension regulations.
- c. You do not participate in the pension scheme if Philips has exempted you from this or if you have insurmountable objections to taking out insurance (= objections) on the basis of your religion or belief and if you are exempt from the insurance obligation for the social insurance laws. If you still want to participate in the Flex pension, participation is possible at your request at any time.

4.3.2 Reference retirement age/(chosen) retirement age

- a. If you participate in the Flex pension, a reference retirement age of 68 years applies.
- b. Your chosen retirement age is 68, unless you choose a different retirement age (see subsection (c)).
- c. You have the right to a one-time choice for an early retirement age between 60 years and 68 years. This choice must be made at the earliest when you turn 58 and no later than 6 months before your intended retirement. With the agreement of Philips, you can also retire at the

latest at the age of 70. You must have formally arranged this no later than 6 months before you turn 68.

4.3.3 Pensionable salary

Fixed pensionable salary

Until 1 January 2021: the pensionable salary is equal to 12 times your gross monthly salary as of 1 April, in proportion to your part-time percentage. It is increased by the personal budget and, if applicable, increased by the structural gross income elements insofar as they are eligible for inclusion in the defined pensionable salary. The fixed pensionable salary cannot exceed the maximum full-time pensionable salary multiplied by your part-time factor.

From 1 January 2021: the pensionable salary is equal to 12 times your gross monthly salary in proportion to your part-time percentage. It is increased by the structural gross income elements insofar as they are eligible for inclusion in the defined pensionable salary. The defined pensionable salary cannot exceed the maximum full-time pensionable salary multiplied by your part-time factor.

Variable pensionable salary

Until 1 January 2021: the variable pensionable salary consists of the sum of your gross variable income elements (with the exception of the variable salary for the period from 1 January 2020 onwards) over the period of 12 months immediately preceding 1 April and insofar as these are eligible for inclusion in the pensionable salary. This amount will be reduced, where applicable, by the withdrawals made by you from the personal budget for this period. From 1 January 2021: the variable pensionable salary consists of the sum of your gross variable income elements over the period of 12 months immediately prior to 1 April and insofar as these are eligible for inclusion in the pensionable salary.

Your total pensionable salary, consisting of the fixed – and the variable pensionable salary, can never exceed the maximum annual fiscal pensionable salary set by the tax authorities, multiplied by your part-time percentage.

4.3.4 Premium contribution

You pay an income-related personal contribution to the pension premium. The parties to the CEA determine the amount of that personal contribution. As of 1 January 2015, the personal contribution amounts to 2% of the pension base. The pension basis is the part of your income on which you accrue pension. Philips withholds the contribution due to the pension premium from your gross monthly salary. We pay the total pension contribution due to the Philips Pension Fund.

4.3.5 Pension Allowance

If you participate in the Flex pension and your fixed pensionable salary exceeds the maximum pensionable salary from the pension regulations, you are entitled to a pension supplement of 15% on the difference. Together with your monthly salary, Philips will pay your pension allowance at the end of the calendar month, taking into account your possible part-time percentage.

4.3.6 Temporary pension allowance

If you already joined the Flex pension on 31 December 2014 and you had an annual salary of €80,000 or higher at that time, you are entitled to a temporary pension allowance. Philips will pay this allowance monthly from 1 January 2015 until 31 December 2021. In 2022, 2023 and 2024, we will pay 75%, 50% and 25% of this amount respectively. The temporary pension contribution is determined once according to the table below, based on your salary as on 31 December 2014.

Temporary pension allowance per month on a full-time basis

	CG70	CG 80/90
Annual salary	Temporary pension allowance	Temporary pension allowance
€ 80.000 to € 85.000	€ 60,00	€ 105,00
€ 85.000 to € 90.000	€ 95,00	€ 145,00
€ 90.000 to € 95.000	€ 130,00	€ 185,00
€ 95.000 to € 100.000	€ 165,00	€ 225,00
€ 100.000 to € 105.000	€ 200,00	€ 265,00
€ 105.000 to € 110.000		€ 300,00
€ 110.000 to € 115.000		€ 340,00
€ 115.000 to € 120.000		€ 380,00
≥ € 120.000		€ 420,00

4.3.7 Net pension scheme

- If your fixed pensionable salary exceeds the maximum pensionable salary as laid down in the Flex pension regulations, you will become a participant of the net pension scheme operated by ABN AMRO Pensions.
- The survivor's pension above the maximum pensionable salary is insured as standard, as is a non-contributory continuation in the event of incapacity for work.
- Additionally, the net pension scheme offers the possibility to save for extra pension from your net salary. Participation in this scheme is entirely voluntary and involves paying a premium. You can start or end your participation at any time.
- Your rights and obligations when participating in this scheme are laid down in the pension regulations of ABN AMRO Pensions. You can view this document on the ABN AMRO Pensions portal.



In the run-up to your pension

4.4 In the run-up to your pension

For some, it's a pleasant prospect: retiring early. Whether early retirement is possible depends, of course, on everyone's specific situation. Below you can read about the schemes we have to contribute to a successful early retirement.

4.4.1 Early retirement scheme

If you are employed by Philips on 1 July 2021, you work in grade 10 up to and including 50 and your job profile and your Supervisory Organisation are listed in Appendix I of this CEA, you can stop working up to three years before reaching your legal retirement age (AOW). You will then receive a monthly benefit equal to the amount of the AOW benefit.

This scheme will start on 1 July 2021, and ends on the legally established end date of 31 December 2025. You can indicate 6 months before the desired start date that you want to make use of this scheme, provided that you are not incapacitated for work for a long time. You make agreements about the effective date together with Philips.

4.4.2 Part-Time scheme for employees aged 60 and over (80-85-100 scheme)

Request to work part-time

You can submit a request to work with this scheme from the age of 60. A working time percentage of at least 80% applies. One year before your (chosen) retirement age it becomes a right to work part-time. Your salary will then be calculated on the basis of 85% working hours. However, you will continue to participate in the pension scheme on the basis of full-time employment. We also calculate your own contribution to the pension scheme on the basis of a full-time income. You can use this scheme for a maximum of 8 years. Your working time percentage, as it applied 12 months prior to the application, is decisive.

Reducing part-time percentage

If you already work part-time, you can – as described above – reduce your part-time percentage proportionally. Philips will then continue the pension accrual based on your income before this reduction.

We also calculate your own contribution to the pension scheme based on that income.

4.4.3 Paid leave for employees from 62 years (5x60 scheme)

To whom does this scheme apply?

This article applies if you are classified in grade 10 up to and including 45.

Content of the scheme

From the age of 62, you can take 60 hours of paid leave annually. You can use this scheme for a maximum of 5 years. If you are ill for part of a relevant year or you work part-time, Philips calculates the number of hours of leave while retaining proportional payment. If you make use of the possibility to adjust your working hours on the basis of Article 4.4.2 (80-85-100 scheme), you are not entitled to the aforementioned hours of paid leave.

Consultation

You decide when you take the extra hours in consultation with Philips. You may not replace this leave with a cash benefit.

Philips à la Carte

4.5 Philips à la Carte

Philips and the tax authorities offer all kinds of favourable financial arrangements that contribute to your well-being. You too can benefit from these arrangements because with 'Philips à la carte', the choice is yours! In addition to tax optimisation schemes, we also offer you opportunities for buying or selling time, or participating in the Philips share purchase plan.

4.5.1 Philips à la Carte

Purposes

With Philips à la Carte, you can spend the money you receive from Philips, such as your monthly salary and your variable salary, on purposes that you choose yourself. You can also convert 'time' into 'money'. The gross value will then remain the same.

Spending opportunities

With Philips à la Carte, you can spend your money in the following ways:

- Purchased days;
- Shares;
- Life course savings;
- Bicycle;
- Bicycle accessories;
- Home office;
- Trade union contribution;
- Commuting;
- Give as you earn.

You can also save your available budget and have the amount paid out at a later time.

Convert 'time' into 'money'

You can also convert these kinds of 'time' into 'money':

- Non-statutory holiday days of the previous year;
- Compensation for overtime hours ('time for time');
- Saved-up leave;
- Compensation for collective holidays.

More information about the implementation, the conditions and the choices can be found in the brochure 'My Choices'.

Adverse effects

If you use your salary for the spending options, this can reduce your daily wage. This can be detrimental to your social security benefits, such as WW and WAO/WIA and/or 30% ruling. These consequences, as well as the risk due to any changes in tax laws and regulations, are your responsibility. Philips does not compensate you for them.

4.5.2 Philips share purchase plan

Participation

If you have been employed for 6 months or more, you can participate in the Philips share purchase plan.

Buying shares

You can spend a maximum of 10% of your annual salary on buying shares in Koninklijke Philips N.V. at a 15% discount annually.

Blocking period

From the date of purchase of the shares, a blocking period of 6 months applies.

Conditions

The terms of the share purchase plan will be announced to you in good time.



Thus agreed in Eindhoven on 20 April 2020

On behalf of Philips Electronics Nederland B.V.

both for itself and for the parties 1.1. up to 1.6.

Director
S. Verzijden

Director
S.C. van Es

On behalf of parties 2 up to 5.

FNV

Director
H. Wijers

VHP2

Director
J. Sauer

CNV Vakmensen.nl

Chairman
P. Fortuin

Director
A. Huizinga

De Unie

Chairman
R. Castelein

Company Group Chairman
Philips-concern
S. Koetloe



Appendices

Appendix A | Payment in case of work incapacity

1 Payment of wages during the first 104 weeks of work incapacity

- a. Contrary to what is stated in Article 7:629 paragraph 1 of the Dutch Civil Code about the amount of your salary in the event of work incapacity, Philips will pay you in the event of work incapacity:
 1. In the first six months: 100% of your salary;
 2. After the first six months: 90% of your salary.
- b. If you are employed with at least 75% of your working hours in suitable work after the first 6 months of your work incapacity, Philips will pay out 95% of your salary.
- c. During the period that you are entitled to a benefit in the second 6 months of your incapacity for work according to chapter 6 of the WIA – Income provision for the fully and permanently incapacitated for work – Philips will pay out 100% of your salary.
- d. If the company doctor determines that there is no work incapacity and you ask the UWV for an expert opinion, Philips and you will respect the opinion of the UWV.
- e. For the period of continued payment of wages, Philips adds up periods of work incapacity (ex Article 29 paragraph 5 ZW) if they follow each other with a break of less than 4 weeks.
- f. If the UWV obliges Philips to continue to pay your salary after the first 104 weeks, Philips will pay out 90% of your salary.
- g. You are obliged to cooperate with medical examinations by a medical advisor appointed by Philips and you must follow his instructions. You are also obliged to comply with the applicable rules of conduct during your work incapacity.
- h. If you do not participate in medical examinations, if you do not comply with the applicable rules of conduct and/or if you do not follow the instructions of the medical advisor, your right to supplement the statutory right to continued payment of wages during work incapacity will lapse.

2 Payment after 104 weeks of work incapacity

- a. If you are fully incapacitated for work within the meaning of the WIA, Philips will supplement your statutory benefit for a maximum of 1 year, up to 90% of your salary. This only happens if, and for as long as, you grant Philips the power of attorney to receive and set off the benefits in accordance with the disability legislation. If your employment is terminated at the start of that year or during that year due to long-term work incapacity, Philips will pay out the supplement to the statutory benefit over the remaining period of that year at ones in the event of dismissal.
- b. If you are entitled to a wage-related benefit or a wage supplement benefit on the basis of chapter 7 of the WIA (= WGA scheme) and you are employed in suitable employment, you will receive a supplement to that WGA benefit if, and for as long as, you grant Philips the power of attorney to receive the benefits as a set-off. The applicable regulation will then be:

The income you earn from the suitable employment, together with the WGA benefit and the Philips supplement, amounts to:

- $80\% \times (A - B) + B$, during the wage-related benefit and during the wage supplement benefit, if you use at least your remaining earning capacity;
- $80\% \times (A - C) + B$, during the wage supplement benefit if you use at least 50% of your remaining earning capacity.

A stands for your income, B for the income you earn from the suitable employment and C for the remaining earning capacity determined by the UWV.

- c. If you are not entitled to a benefit under the WIA benefit because you are less than 35% incapacitated for work and you are employed in suitable employment, Philips will give you a supplement to your lower income. The applicable regulation will then be:

This supplement is in year of illness:

- 3 80% x (95% of your income – the remaining earning capacity);
- 4 70% x (95% of your income – the remaining earning capacity);
- 5 60% x (95% of your income – the remaining earning capacity);
- 6 50% x (95% of your income – the remaining earning capacity);
- 7 40% x (95% of your income – the remaining earning capacity);
- 8 30% x (95% of your income – the remaining earning capacity);
- 9 20% x (95% of your income – the remaining earning capacity);
- 10 10% x (95% of your income – the remaining earning capacity);
- 11 0% x (95% of your income – the remaining earning capacity);

- 3 Philips established further rules for the determination of the concept of 'income' as referred to in this article.

- 4 Philips has established further rules internally if you have been granted a benefit in accordance with the WAO benefit during your working period at Philips.

Appendix B | Explanation of calculation of monthly salary shift work and shift allowance (associated with 2.3.9)

Philips determines the monthly salary of a shift worker by multiplying the monthly salary according to article 2.1.1 by the basic percentage.

- We calculate the basic percentage as follows:

the actual number of hours to be worked in a cycle

cycle x 40*

- Philips determines the shift allowance by dividing the total of the inconvenience of the working hours and break times in a cycle, according to the inconvenience schedule from article 2.3.9, by the actual number of hours to be worked in a cycle. We then multiply the result by the base percentage.
- * For continuous schedules (4/5 and 5-shift work) and the schedules derived from them, the calculation is based on 38 hours per week.
- The formula for the calculation of the shift allowance is then:

total allowance in a cycle

x base percentage actual number of hours to be worked in a cycle**

- An example calculation of the monthly salary shift work and the shift allowance can be found in the brochure 'Remuneration Schemes For Shift Workers' (belonging to article 2.3.9)
- ** In calculating the monthly salary of a 4-shift worker, Philips assumes 150 working hours in a cycle; in the calculation of the shift allowance, we assume 157.5 hours in a cycle.

Appendix C | Phased reduction in salary scheme for shift workers

1 Amount and duration

- If you leave the shift and you switch to another shift schedule with a lower monthly income, you are eligible for the phased reduction in salary regulation.
- The amount of the phased reduction in salary is equal to the difference between your old monthly income, including shift allowance, and your new monthly income, including any (shift) allowance.
- Philips deduces the duration of your phased reduction in salary scheme from the number of full and continuous shift years. Each full shift year entitles you to 1 month of phased reduction in salary. If you are 45 years or older, each full shift year entitles you to 2 months of phased reduction in salary.
- In the first half of the phased reduction in salary scheme, you will receive 75% of the amount to be adjusted, and in the second half 25%. If you leave the shift voluntarily, and you are under the age of 55, you will receive half of these percentages: 37.5% in the first half and 12.5% in the second half.
- If you are 55 years or older, and you have at least 10, but less than 20 full and continuous shift years, you will receive at least 25% of the amount to be adjusted until the date of your retirement, subject to the phased reduction in salary scheme. If you are 55 years or older, and you have at least 20, but less than 30 full and continuous shift years, you will receive at least 50%. If you are 55 years or older, and you have at least 30 full and continuous shift years, you will receive 75%.

2 Medical grounds

- If you leave the shift on medical grounds, and the UWV grants you a benefit under the WIA, you are eligible for the scheme in Appendix A. You are also eligible for the phased reduction in salary scheme, provided that this does not lead to a reduction in your disability percentage.
- If you leave the shift on medical grounds and you have been cleared for day shift without restrictions, you will be eligible for the phased reduction in salary scheme when your WIA benefit expires, if and insofar as it has not yet been granted to you for any other reason. The phased reduction in salary is always made on the monthly income on the basis of the provisions in Appendix A.

3 Entitlement to monthly income full-time day shift schedule

- If you leave the shift involuntarily, and you had a monthly income that is at least equal to that of a comparable full-time day worker, you are entitled to a shift schedule such that your monthly income is at least equal to that of a comparable employee in a full-time day shift schedule.
- If you are a shift worker of 55 years or older, and you leave the shift work voluntarily, this provision also applies.

4 Expiring phased reduction in salary

- The payment according to the phased reduction in salary regulation expires if you switch to (shift) work that entitles you to a monthly income, including (shift) allowance, of at least the monthly income applicable before your transition, including (shift) allowance.
- The phased reduction in salary regulation expires upon termination of your employment. If you get rehired by Philips, the earlier shift years do not count towards the phased reduction in salary.

5 Increase of phased reduction in salary

Philips also applies the collective salary increases to the phased reduction in salary amount.

6 Accrued rights shift allowance guarantee scheme

If you have accrued rights under the shift allowance guarantee scheme that applied until 1 January 1989, the following regulation applies to you:

- a. Philips guarantees all payments under the current shift allowance guarantee scheme at the level you reached on the day before the introduction of the new shift;
- b. When applying the new salary cutback regulation scheme, all shift years prior to the introduction of the new shift count, insofar as the shift allowance guarantee scheme was not already applied to those shift years.

7 Adjustment of shift allowance

If you fall under the shift allowance guarantee scheme before 1 January 1989, and you start working shifts again, Philips will decrease your shift allowance when you leave the shift work again to the guaranteed level reached on the basis of the guarantee scheme that applied before 1 January 1989.

Appendix D | Employment scheme/labour market policy

Employment scheme

Philips will continue the employment scheme during the term of the CEA. We aim for a maximum of 1.5% of the workforce to be suitable for work experience jobs. This requires good support to increase the market value of you as a participant. In addition to learning on the job through work experience, you will have the opportunity to participate in training courses, which are supportive of your personal learning needs as elaborated in the personal development plan. Additionally, a career coach will support you in acquiring a regular job. You can also participate in various workshops that increase your chances of finding work.

Philips actively guides you in your search for work. In implementing the employment scheme, Philips is especially focused on the 'long-term' unemployed. In doing so, we explicitly take into account the target group criterion, in accordance with the Participation Act, which is intended to ensure that more people with an illness or disability find a job.

In the employment plan, we give particular attention to:

- decreasing youth unemployment;
- the participation of status holders;
- the participation of the occupationally disabled (especially Wajong recipients (Invalidity insurance for young disabled persons) Act).

On an annual basis, at least 20 long-term unemployed people, who meet the target group criterion according to the Participation Act, participate in the Philips Employment Scheme. During the term of this CEA, a plan of action will be drawn up to ensure that the share of this target group in the Employment Scheme can be further expanded.

As part of the Employment Scheme, Philips contributes to projects of other companies that are comparable in terms of objective. Philips does this in the form of knowledge, experience, resources and implementation support. The trade unions can propose projects for this purpose.

Philips informs the trade unions twice a year about the progress of the employment plan. In addition, both parties will discuss activities to strengthen the position of groups of employees who need it, partly with a view to relevant social developments.

Philips expects that 10% of the employment plan participants will qualify for regular positions within Philips.

Appendix E | Career changes

A project team with members of Philips, the trade unions and the Central Works Council has elaborated on the subject of career change during the term of the previous CEA.

A career change means that you will be promoted, take a lateral move or a step back. Because the step back is the least obvious, that has been the focus of the project group. We will therefore focus on a step back in job level. The request comes from you and both you and Philips see a future in the employment relationship. The choice for a step-back is your choice, Philips will not put any pressure on you in this process.

The project group has submitted a report containing a number of concrete recommendations to the CEA parties. The recommendations have also been incorporated into this CEA. The results will be evaluated at the end of the term of this CEA.

The following agreements apply for the duration of the current CEA.

1 Internal policy information

In order to better determine, monitor and adjust the use and effectiveness of the various measures and regulations, Philips will, together with social partners, (a) investigate how to further increase the availability and quality of internal policy information and (b) consider which (policy) information can be shared with social partners (trade unions and works councils) on a regular basis.

2 Clear presentation

Together with the social partners, Philips will investigate how the various facilities associated with this topic can be clearly presented.

3 Information to employees

In order to increase employee awareness and to stimulate the use by employees, Philips has communicated the theme of Career Change together with the social partners. Parties will continue to work for a clear, understandable and coherent way of communication regarding this topic.

4 Training/coaching of managers/PPM conversations

Safe individual communication between the manager and the employee is a prerequisite. Philips and the social partners will further investigate how managers can be supported in this.

5 Appointing a Career Change Coordinator

A Career Change Coordinator will be appointed. This is a supporting and mediating role; independent guidance of career change is central.

6 Employment condition regulations

Frameworks for new salary at 1 or 2 grades lower:

- The grading in the new position is done on the basis of key areas of responsibility and experience, knowledge, skills and career opportunities of the employee.
- The difference between the old and new salary is included in a personal allowance which is in principle reduced on the basis of a pre-agreed phasing out period.
- The phasing out period is in principle 2 years, but can also be between 1 and 5 years, depending on the circumstances. A phasing out period of up to 10 years can be discussed, in consultation with the coordinator, in special circumstances.
- The average performance of the employee over the last few years gives an indication of where the ceiling could be in a lower grade.
- The other terms and conditions of employment are normally adjusted to the new job level.

You will, of course, have the opportunity to seek financial advice.

Appendix F | Different and supplementary provisions applicable to employees in the company security department

1 Definitions

For the purpose of this appendix:

Employer:	The parties as mentioned in 1 up to 1.6 of the CEA.
The organisations:	The parties as mentioned in 2 up to 5 of the CEA.
Employee:	Everyone employed by Philips, who is part of the uniformed service of the Security Department of Philips.
Service:	The Security Department of Philips.

2 General

1. The following articles of the CEA do not apply to you:
 - a. Article 2.3.9;
 - b. Article 2.1.5 first two subsections;
2. The following additions to the CEA are intended as a replacement.

3 Remuneration of shift work schedules

1. If you work in shifts according to a fixed shift schedule, or work according to a daily shift schedule with unstructured irregularity, you will receive a shift allowance on top of your monthly salary. This allowance is paid from the moment that you start working according to this shift schedule, and as long as you continue to work in the schedule.
2. The amount of the shift allowance depends on the type of shift work in which you work, and is determined by the shift schedule.
3. The shift allowance is:

17%:	for daytime shift schedules with unstructured irregularity, with average working hours of 38 hours per week and an operating time of at least 40 hours;
17%:	for all two-shift schedules, with average working hours of 38 hours per week and an operating time of at least 80 hours per week;
22.5%:	for three-shift schedules, with weekend inspection service, whose average weekly working hours are 38 hours and an operating time of at least 120 hours per week;
33.5%:	For continuous shifts, with average working hours of 38 hours per week and an operating time of 168 hours per week.

4. The shift allowance is paid on the sum of the designated income components, but is at least based on €2,252 per month. The latter amount is adjusted by the percentage of the collective scale adjustments, as mentioned in article 2.1.3.
5. The phased reduction in salary regulation at Philips is included in Appendix C of the CEA.
6. If you received a salary prior to 1 January 1972, which was based on the 'all-in' salary system of the Company Security Department, then the existing regulation regarding partially work incapacitated employees applies to you, as agreed with the Union of Security and Security Personnel (formerly NBOB).

4 Classification into a payment group

1. The uniformed service of the Company Security Department uses a grade system. The salary scales for company security are the same as the salary scales up to and including grade 45. Depending on your rank, classification in a payment group is as follows:

a. security guard 2nd class:	payment group 01	-	equal to grade 20
b. security guard 1st class:	payment group 07	-	equal to grade 25
c. head security guard:	payment group 08	-	equal to grade 30
d. assistant group leader:	payment group 03	-	equal to grade 35
e. group leader:	payment group 04	-	equal to grade 40
2. Philips has established further rules internally regarding the conditions that you must meet in order to be promoted to a higher rank.
3. For employees with the rank of security guard 1st class, who are currently classified in the payment group 02, Philips will maintain this payment group with the corresponding salary scale. However, classification in this payment group from another payment group is no longer possible.

5 Holiday

1. Philips has established further rules internally for taking holiday days.
2. If you work in shifts, you normally work on collective days off. If the urgency of the shift requires it, Philips may also oblige you to work on collective days off, even if you do not work in shifts.

3. If you work in continuous shifts, you will receive two extra holiday days in the holiday year, in addition to your normal number of holiday days. Philips has established rules about taking these days.
4. If you have to work in continuous shifts on public holidays (article 2.3.8), you will receive 6 extra holidays. If you are free on a day which is compensated on the basis of the situation described above due to a reduction in the level of staffing in the shift schedule, the free shift in lieu will be deducted from the number of extra days off that you will be granted on the basis of this paragraph. Insofar as you are off on those public holidays, according to the normal shift schedule, no correction will be made to the number of extra days off.
5. The implementation of these provisions is arranged by Philips, in consultation with the Works Council.

6 Term of validity

The term of validity of this appendix is equal to the duration of this CEA.

Appendix G | Salary scales

Monthly salary scale up to and including grade 45 **As of 1 January 2021**
 (including the collective scale adjustment of 3.4% as of 1 July 2020 and including the statutory holiday allowance, thirteenth month, the equivalent of the (former) leave days and the (former) possible life course savings contribution).

Scale position	20	25	27	30	35	37	40	45
115	3.311	3.493	3.687	3.892	4.326	4.631	5.061	5.723
110	3.167	3.341	3.527	3.723	4.138	4.430	4.841	5.474
105	3.023	3.189	3.367	3.554	3.950	4.229	4.621	5.225
Reference salary = 100	2.879	3.037	3.206	3.385	3.762	4.027	4.401	4.997
95	2.735	2.885	3.046	3.215	3.574	3.826	4.181	4.728
90	2.591	2.733	2.886	3.046	3.386	3.625	3.961	4.479
85	2.447	2.581	2.725	2.887	3.198	3.423	3.741	4.230
80	2.303	2.430	2.565	2.708	3.010	3.222	3.521	3.981
75	2.159	2.278	2.405	2.538	2.822	3.021	3.301	3.732
70	2.015	2.126	2.245	2.369	2.633	2.819	3.081	3.484
65	1.871	1.974	2.084	2.200	2.445	2.618	2.861	3.235
60	1.727	1.822	1.924	2.031	2.257	2.416	2.641	2.986

Monthly salary scale up to and including grade 45 **As of 1 July 2021**
 (including the collective scale adjustment of 1.6% as of 1 July 2021 and including the statutory holiday allowance, thirteenth month, the equivalent of the (former) leave days and the (former) possible life course savings contribution).

Scale position	20	25	27	30	35	37	40	45
115	3.364	3.548	3.746	3.955	4.396	4.706	5.142	5.815
110	3.217	3.394	3.584	3.783	4.204	4.501	4.919	5.562
105	3.071	3.240	3.421	3.611	4.013	4.296	4.695	5.309
Reference salary = 100	2.925	3.086	3.258	3.439	3.822	4.092	4.471	5.056
95	2.779	2.931	3.095	3.267	3.631	3.887	4.248	4.803
90	2.632	2.777	2.932	3.095	3.440	3.683	4.024	4.551
85	2.486	2.623	2.769	2.923	3.249	3.478	3.801	4.298
80	2.340	2.468	2.606	2.751	3.058	3.273	3.577	4.045
75	2.194	2.314	2.443	2.579	2.867	3.069	3.354	3.792
70	2.047	2.160	2.280	2.407	2.676	2.864	3.130	3.539
65	1.901	2.006	2.118	2.235	2.484	2.660	2.906	3.287
60	1.755	1.851	1.955	2.063	2.293	2.455	2.683	3.034

Monthly salary scale up to and including grade 45**As of 1 July 2022**

(including the collective scale adjustment of 2.1% as of 1 July 2022 and including the statutory holiday allowance, thirteenth month, the equivalent of the (former) leave days and the (former) possible life course savings contribution).

Scale position	20	25	27	30	35	37	40	45
115	3.434	3.623	3.825	4.038	4.488	4.804	5.250	5.937
110	3.285	3.465	3.659	3.862	4.293	4.595	5.022	5.679
105	3.136	3.308	3.492	3.686	4.098	4.387	4.794	5.420
Reference salary = 100	2.986	3.150	3.326	3.511	3.902	4.178	4.565	5.162
95	2.837	2.993	3.160	3.335	3.707	3.969	4.337	4.904
90	2.688	2.835	2.994	3.160	3.512	3.760	4.109	4.646
85	2.538	2.678	2.827	2.984	3.317	3.551	3.881	4.388
80	2.389	2.520	2.661	2.809	3.122	3.342	3.652	4.130
75	2.240	2.363	2.495	2.633	2.927	3.133	3.424	3.872
70	2.090	2.205	2.328	2.458	2.732	2.924	3.196	3.614
65	1.941	2.048	2.162	2.282	2.537	2.716	2.967	3.356
60	1.792	1.890	1.996	2.107	2.341	2.507	2.739	3.097

Monthly salary scale of grade 50 and up**As of 1 January 2021**

(including the collective scale adjustment of 3.4% as of 1 July 2020 and including the statutory holiday allowance, thirteenth month, the equivalent of the (former) leave days and the (former) possible life course savings contribution).

Scale position	50	60	70	80	90
130	7.121	8.938	11.394	13.548	16.265
125	6.847	8.594	10.956	13.027	15.640
120	6.573	8.250	10.518	12.506	15.014
115	6.299	7.906	10.079	11.985	14.389
110	6.025	7.563	9.641	11.464	13.763
105	5.751	7.219	9.203	10.943	13.137
Reference salary = 100	5.477	6.875	8.765	10.422	12.512
95	5.203	6.531	8.327	9.900	11.886
90	4.930	6.188	7.888	9.379	11.261
85	4.656	5.844	7.450	8.858	10.635
80	4.382	5.500	7.012	8.337	10.009
75	4.108	5.156	6.574	7.816	9.384
70	3.834	4.813	6.135	7.295	8.758
65	3.560	4.469	5.697	6.774	8.133
60	3.286	4.125	5.259	6.253	7.507

Monthly salary scale of grade 50 and up**As of 1 July 2021**

(including the collective scale adjustment of 1.6% as of 1 July 2021 and including the statutory holiday allowance, thirteenth month, the equivalent of the (former) leave days and the (former) possible life course savings contribution).

Scale position	50	60	70	80	90
130	7.234	9.081	11.576	13.765	16.526
125	6.956	8.731	11.131	13.235	15.890
120	6.678	8.382	10.686	12.706	15.254
115	6.400	8.033	10.241	12.176	14.619
110	6.121	7.684	9.795	11.647	13.983
105	5.843	7.334	9.350	11.118	13.348
Reference salary = 100	5.565	6.985	8.905	10.588	12.712
95	5.287	6.636	8.460	10.059	12.076
90	5.008	6.287	8.014	9.529	11.441
85	4.730	5.937	7.569	9.000	10.805
80	4.452	5.588	7.124	8.471	10.170
75	4.174	5.239	6.679	7.941	9.534
70	3.895	4.890	6.233	7.412	8.898
65	3.617	4.540	5.788	6.882	8.263
60	3.339	4.191	5.343	6.353	7.627

Monthly salary scale of grade 50 and up**As of 1 July 2022**

(including the collective scale adjustment of 2.1% as of 1 July 2022 and including the statutory holiday allowance, thirteenth month, the equivalent of the (former) leave days and the (former) possible life course savings contribution).

Scale position	50	60	70	80	90
130	7.386	9.271	11.820	14.054	16.873
125	7.102	8.915	11.365	13.513	16.224
120	6.818	8.558	10.910	12.973	15.575
115	6.534	8.201	10.456	12.432	14.926
110	6.250	7.845	10.001	11.892	14.277
105	5.966	7.488	9.547	11.351	13.628
Reference salary = 100	5.682	7.132	9.092	10.811	12.979
95	5.398	6.775	8.637	10.270	12.330
90	5.114	6.419	8.183	9.730	11.681
85	4.830	6.062	7.728	9.189	11.032
80	4.545	5.705	7.274	8.648	10.383
75	4.261	5.349	6.819	8.108	9.734
70	3.977	4.992	6.364	7.567	9.085
65	3.693	4.636	5.910	7.027	8.436
60	3.409	4.279	5.455	6.486	7.787

Appendix H | Other agreements

During the term of this CEA, the following projects/agreements will be further detailed out:

1. Personal development budget

An experiment was conducted in 2020 regarding a Personal Training Budget to meet training needs in the context of your personal development, career opportunities or improvement of your labour market position. The successful pilot experiment of 2020 will continue. A budget of 1 million Euro is available for this (€500,000 in 2021, €500,000 in 2022). A committee is developing the scheme for 2021 and 2022. In particular, attention will be paid to good communication.

2. Representation of the trade unions

Agreements have been made between Philips and the trade unions to increase the representation of the trade unions within Philips. When reporting on topics within the framework of the CEA where new steps are taken together, this cooperation will be emphasised. In addition, the logos of the trade unions will also be shown in order to increase the recognisability and to clearly indicate the trade unions Philips cooperates with.

3. Information about fair compensation

Once a year, Philips will give a presentation on this topic during the regular consultation with the trade unions, similar to the presentation of June 2020.

4. Dialogue 30-hour working week

A debate will be held about the possibilities of a 30-hour working week under the leadership of CNV trade union representatives in the regular consultation during the term of the CEA.

5. Study of salary scheme positioning policy

Philips wants to let the external market perspective play a greater role in determining the remuneration (development) for individual roles and employees. As part of this, a study will be conducted during the term of the CEA to examine the structure of the salary scheme and individual and collective guarantees as laid down in the CEA.

6. Working from home

Philips and the trade unions recognise the need of employees to keep working from home in a hybrid form, beyond the government's advising people to work from home, where we will make choices about what we do at the office (Philips location) and what we can also do remotely. Preliminary agreements have been made with the Central Works Council about allowances for commuting and working from home. We discuss the progress of the consultation with the Central Works Council during the regular consultation. The time that employees can work from home, a work-from-home allowance in relation to the commuter allowance and the facilities to be able to work from home properly are topics that are discussed.

Appendix I | Job profiles and supervisory organisations that are part of the early retirement scheme (grade 50 and below)

In order to be potentially eligible for the Early Retirement Scheme, you must be employed in at least one of these Supervisory Organizations:

- Manufacturing Products
- Manufacturing Systems
- Supply Chain
- I&S PE MMD Greenhouse Operations
- I&S PE MMD MEMS Operations

And you have one of the following job profiles:

- Field Service Engineer (also in Supervisory Organisation Business IGT Systems, Market Europe EDI)
- Field Service Technician (also in Supervisory Organisation Business IGT Systems, Market Europe EDI)
- Maintenance Engineer
- Maintenance Manager
- Maintenance Technician
- Manufacturing Engineer
- Production Manager
- Production Planner
- Production Worker
- Security Support (also in Supervisory Organisation Group Security)
- Tester
- Warehouse Operator



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Vakmensen

